

Introducing the New Michigan Department of Career Development

Welcome to CareerWise, the official publication of the new Michigan Department of Career Development. Governor John Engler, in his 1999 State of the State Address, called for splitting the Michigan Jobs Commission into two parts — the Michigan Economic Development Corporation and the Michigan Department of Career Development.

The Michigan Department of Career Development focuses on providing resources and supporting efforts to increase the skills of Michigan workers in this fast-paced economy. A special emphasis will be placed on providing students and residents with information about job opportunities and career pathways.

What follows is a brief description of the department's major components.

The Office of Workforce Development is responsible for preparing Michigan workers

for jobs. The office administers Michigan's Job Training Partnership Act, the School-to-Work Program, the

Displaced Homemaker Program, the Corrections Parolee Employment Training Program, the Workforce Transition Program, the Work First

Program, the Food Stamp Employment and Training Program and the Non-Custodial Parent Program. The office's responsibility includes providing program policy and guidance to local Workforce Development Boards, monitoring and oversight of the programs, audit resolution, and provision of technical assistance.

Michigan Rehabilitation Services (MRS) provides job preparation and placement services for Michigan residents who have physical, mental or emotional disabilities. Rehabilitation counselors work

one-on-one with individuals through a network of field offices and Michigan Works! Service Centers. Those served by MRS include school-age youth with disabilities making the transition to adult life, farmers who have become ill or injured and want to continue their livelihood and disabled veterans seeking employment. MRS operates the accredited Michigan Career and Technical Institute in Barry County.

(See Page 5)

The Employment Service Agency is responsible for Labor Market Information, veterans' services and the Employment Service program, including the Internet-based Michigan Talent Bank (www.michworks.org) an online database of resumes and jobs.

The Michigan Talent Bank, since its start-up in February 1998, has had more than 540,000 resumes posted on the system, and employers have conducted more than 490,000 searches for new employees, making the Michigan Talent Bank one of the largest Internet-based public resume systems in the nation. (See Pg. 4)

(Story continues on Page 5)

Service Centers Form Statewide Job Network

More than 100 Michigan Works! Service Centers are being certified by the Michigan Department of Career Development this summer to create a uniform system to meet the needs of job seekers and employers statewide.

"The purpose of a Service Center is to consolidate our workforce development programs and make sure services are accessible to all who seek them," said Dr. Barbara Bolin, director of the new Michigan Department of Career Development. "At each location, a core set of services is available free of charge under the direction of a local Workforce Development Board."

Job seekers can access counseling, skills assessment, job search assistance, training or referrals to other programs. Employers are assisted in finding qualified workers and provided information on a variety of programs including the Americans with Disabilities Act, Labor Market Information, Career Preparation, youth apprenticeship tax credits and sources for developing customized training.

In addition, more enhanced employment services are available for veterans, persons with disabilities, dislocated workers, and public assistance recipients.

To contact your local Michigan Works! Service Center, call: 1-800-285-WORKS (9675).

In This Issue:

MRS Helps Youths with Disabilities to Prepare for Careers 3

Disability Information on the Internet 2

Michigan Talent Bank Hits 540,000 4

MCTI Offers Family Housing 5

Work First Changes to Help Job Seekers . . 6

The Director's Column

Last weekend, I ate Chinese food at a little restaurant near my new home in Lansing—and I was startled by the two “fortunes” I received in the cookies afterwards. One read “A good time to start something new,” and the other, “There is a prospect of a thrilling time ahead for you.” I was startled because these were exactly the thoughts I had had a few weeks ago when Governor Engler offered me the chance to lead the new Michigan Department of Career Development.

“When we have succeeded in implementing a career development system, Michigan residents of all ages will benefit from our efforts, and our state will prosper for many years to come”

— Barbara Bolin, MD CD Director

These are truly exciting times in career development in our state. Michigan has been recognized as a national leader since the creation of the Michigan Jobs Commission in 1993. We are now poised to move further in front through the creation of a unique career

development system. I am proud and honored to have been chosen to lead the MD CD in this laudable endeavor.

The heart of this system will be the Michigan Works! agencies because they will be responsible for customizing the statewide model to meet local needs and to address local issues. It will take a great deal of effort, collaboration, out-of-the-box thinking, and probably some compromise between the major stakeholders for us to reach our goal. In the coming weeks, I will have the opportunity to discuss with many groups and individuals my vision for what a statewide system could look like. I am confident that as a result of these discussions, the MD CD will soon be able to provide leadership and guidelines for implementation of the system.

I will also be discussing significant changes that have been made recently to Work First. I am hopeful that these changes will address some major problems that existed previously in our Work First initiatives, and that because of

them, we will better serve our customers.

As I write this, I have been the Director of the MD CD for a little more than three weeks, and during that time, I have come to appreciate the many fine people who have worked diligently since April to create this new department. In particular, I have come to value Doug Stites as a colleague and a friend. His knowledge and expertise are extraordinary and he will be missed in the MD CD. We all wish him well in his new role as we appreciate all that he has done for the state of Michigan during the last eight years.

I look forward to working with you during the coming months and years. When we have succeeded in implementing a career development system, Michigan residents of all ages will benefit from our efforts, and our state will prosper for many years to come.

Sincerely,

Barbara Bolin

Barbara Bolin

Rehabilitation Services

MD CD Provides Disability Information via the Internet



The Michigan Department of Career Development's web site section on disability issues received nearly 50,000 “hits” during the month of June—up from 38,000 user visits in May.

The disability web pages have been available to the public since April, providing people with up-to-date information on such topics as employment services, disability-related assistance for employers, and career opportunities in the field of rehabilitation.

Internet users can find the section by clicking on the “Disability” button on the front page of the department's site (www.state.mi.us/career). The section is developed and maintained by the Michigan Rehabilitation Services (MRS) division.

In addition to the job preparation and placement services offered by MRS, the disability web pages provide program and fiscal data, the location of MRS field offices, texts of federal legislation such as the Americans with

Disabilities Act (ADA), and news releases.

Persons who have questions can contact MRS directly through the site and receive an answer within 48 hours, Monday through Friday.

Information about the Michigan Career and Technical Institute and the Michigan Rehabilitation Council is also provided, as well as links to numerous other disability-related sites.

Michigan Works! Offers Advantages for Job Seekers with Disabilities

The 100 Michigan Works! Service Centers popping up across the state have placed employment and training programs for job seekers under one roof, and, as an added bonus, are numerous enough to be close to where most Michiganders live.

For job seekers with disabilities, there are even more advantages, says James Diller, deputy director of the Michigan Rehabilitation Services (MRS) division of the Michigan Department of Career Development.

"MRS has at least one rehabilitation counselor at every service center to offer job

preparation and placement services for people with disabilities," he said. "These counselors establish relationships with other agencies in the building, resulting in an increase in the other agencies' knowledge about and sensitivity to disability issues. This means better overall service for people with disabilities."

Diller noted these other advantages of the Michigan Works! Service Centers:

- n Easy access to a variety of service agencies in a barrier-free building
- n The potential for appointments with two or more



agencies on the same day, saving time and transportation costs

- n Opportunities for cooperative planning by the personnel of several agencies
- n Expanded resources for job leads

For more information about Michigan Rehabilitation Services, or to learn the location of an MRS counselor closest to you, call: 1-800-605-6722 (voice) or 1-888-605-6722 (TTY).

Michigan Rehabilitation Services Places Emphasis on Careers for Youths with Disabilities

Michigan Rehabilitation Services (MRS) has adopted several new strategies to help students with disabilities move successfully from high school to chosen career and adult life roles.

Responsible under the federal Rehabilitation Act for assisting Michigan citizens with disabilities to prepare for and find a job, MRS traditionally has provided young adults with vocational counseling, job training and accommodation services, and job placement.

Now, MRS is devoting more of its budget and counselors' time than ever before to working with young people, both in and out of school. In fiscal year 1995, youth represented 23.6 percent of the agency's caseload. This past year, that figure rose to 28.4 percent, and a new target of 40 percent has been set, to be reached over the next two years.

"We realize that it is more cost effective to provide career-related services when a young person is about to enter adult life, rather than later on," says MRS Director Robert E. Davis. "We also feel, along with many parents, that MRS is a critical link between school and adult services that are available for people with disabilities."

MRS is currently:

- n Co-administering the Transition Services Project (TSP) with the Office of Special Education /Early Intervention Services, Michigan Department of Education. TSP is a federally funded project that provides training and technical assistance to schools, families, and community agencies to help them work collaboratively in providing adult preparation services for youth with disabilities.

- n Entering into new cooperative agreements with school districts across the state. These agreements provide additional

vocational rehabilitation funds, enabling MRS to provide traditional adult vocational rehabilitation services to students while they are still in school to prepare them for employment or postsecondary education during their transition to adulthood.

- n Disseminating to Michigan high schools, intermediate school districts, and numerous community agencies and associations a new 10-minute videotape called "Get It Done!" to inspire young people with disabilities to begin thinking about their career goals.

For more information about MRS services for youth with disabilities, call Sheryl Avery-Meints at 1-800-605-6722 (voice) or 1-888-605-6722 (TTY).



Michigan Talent Bank Hits Half-Million Mark

Since the start-up of the Michigan Talent Bank (MTB) on February 2, 1998, more than half a million resumes have been entered into the state's Internet-based public resume and job database. During this time, employers have conducted more than 490,000 resume searches and posted thousands of jobs. There are currently more than 28,000 active job openings in the system. "The Michigan Talent Bank is one of the largest public resume systems in the nation," said John Palmer, director of the Employment Service Agency.

Why are so many people using the Michigan Talent Bank? With around-the-clock access via the Internet, employers and job seekers can log onto the system at www.michworks.org whenever it's convenient, and there are no user fees. MTB is a valuable resource for anyone looking for employees or a new job.

Employers can post job openings and search by specific criteria from among

thousands of resumes. Job openings can be viewed by job seekers searching for specific job locations, skill requirements, educational requirements, or other criteria. Employers can indicate right in the job order how they want people to apply — by phone, mail, e-mail, or in person. Employers can search the resume database using "keywords" to get a short list of qualified candidates. For employers who don't have access to the Internet, staff at the nearest Michigan Works! Service Center will post job orders and find applicants.

Job seekers can post their resumes to be viewed by employers looking for specific skills. Job seeker resumes can be found and viewed based on skills, education, salary, or other factors. Job seekers specify how they prefer to be contacted. Only employers who have registered and have been validated by the Michigan Department of Career Development will be able to see job seekers' names and contact information (such as address, telephone number, or e-mail address). Once a resume is



entered into the system, it can be updated, inactivated, or reactivated as necessary. In addition to posting resumes, job seekers can search job openings by job location, job responsibilities, salary, or other criteria. Anyone who does not have a computer with Internet access can call 1-800-285-WORKS (9675) to find the nearest Michigan Works! location for assistance with the Michigan Talent Bank. In addition, many public libraries have computers available with Internet access.

The Michigan Talent Bank and Michigan Works! Service Centers offer the convenience of electronic access to employment combined with personal, one-on-one service. According to the most recent survey data, more than one-third of job seekers using the Michigan Talent Bank had a job within 90 days.



Honoring Robert Thelen

Governor John Engler presented Robert Thelen, director of the Ingham Intermediate School District's Career Planning & Placement Services, with a Special Tribute for his outstanding work with students. The award was presented at the recent Governor's Career Preparation System Conference in Lansing.

The conference, which drew more than 1,100 attendees, is being merged with the annual Tech Prep Conference, which will be held in Grand Rapids on February 14-15, 2000.

Michigan Career and Technical Institute Offers Family Housing

The Michigan Career and Technical Institute (MCTI) will celebrate its 55th anniversary this fall with the added highlight of introducing the school's first family housing complex.

The new facility, consisting of 20 two- and three-bedroom units and a day care center, will enable single women with children to enroll in training programs at MCTI while living with and caring for their children.

"We see this project as an opportunity for more women to attend MCTI," said Robert E. Davis, director of the Michigan Rehabilitation Services division of the Department of Career Development.

"Traditionally, male students have outnumbered female students on the campus by a four-to-one ratio."

Located 10 miles northeast of Plainwell on the shores of Pine Lake, MCTI offers training and support services for adults with disabilities in 13 career areas, including computer programming, drafting, electronics, culinary arts, and cabinetmaking.

The school's existing dormitory rooms can accommodate up to 350 students, but not families with children.

MCTI students and staff plan to celebrate not only the new family housing complex at an open house this October, but also

the school's uniqueness among Michigan's postsecondary institutions since it was founded in 1944 as a trade training school for disabled veterans returning from World War II.

Over the years, MCTI has expanded its course offerings as well as its admissions criteria. Today, more than half of the students enroll following high school graduation and are between the ages of 18 and 24.

For more information about the family housing facility, contact Patty Miller-Kramer at (616) 664-9271. For MCTI admissions information, contact Patricia Pallett at: (616) 664-4461. The school's TTY number is: (616) 664-9294.

Rehabilitation Services

The new family housing complex at the Michigan Career and Technical Institute, shown in this architect's drawing, is being made possible through a \$910,000 grant from the Community Development Block Grant (CDBG) program.

The Michigan State Housing Development Authority (MSHDA) has committed an additional \$750,000. The parcel of land for the housing—42 acres adjacent to the MCTI campus—was purchased in 1995 through a grant from the W. K. Kellogg Foundation, a longtime supporter of the school.



(MDCD Introduction, Continued)

Anyone who does not have access to the Internet can call Michigan Works! at 1-800-285-WORKS to find the nearest location where assistance is available.

The **Michigan Community Service Commission (MCSC)** is chaired by Michigan's First Lady, Michelle Engler. It was designated the state's lead agency for administering programs under the National

and Community Service Act of 1990, and later the National Service Trust Act of 1994. MCSC's support comes from federal funding through AmeriCorps and the Corporation for National Service, state funding, and private foundation funding.

Michigan Works! is a workforce development association in partnership with MDCD which serves job seekers and employers

through a statewide system of more than 100 service centers. Through this system, the public can easily access a wide range of employment and training services. (See Pg. 1, "Service")

Job seekers can find education, job training, employment support services and job openings. Employers can access a local pool of qualified workers and related supportive services. There are no user fees.

Partners Team Up to Give Students Awareness of Local Job Opportunities

John Wasylyna (below, right), a June graduate of Romeo High School, had his photo taken last spring while visiting Lou Drinkhorn, plant manager for M & N Plastics in Sterling Heights. John was one of

several students participating in a joint venture of the Central Macomb Chamber of Commerce, area high schools, and Michigan Rehabilitation Services. The project gives students with disabilities a chance to learn about local job opportunities and general

employment trends. Employers talk to groups of students at their schools and provide tours of their companies. Many employers hire interested students, such as John Wasylyna, when they graduate. John is now a machine operator at M & N Plastics.



New Work First Changes Will Help Job Seekers

Thousands of Michigan residents should find it even easier to step into new jobs and careers with the recent and upcoming changes in the state's Work First program.

The goal of the Work First program is to assist welfare clients in obtaining employment which generates enough income to close their Family Independence Program (FIP) case. Work First provides a wide range of job search, job readiness and placement services. Since its inception in October 1994 through May of this year, 202,686 people were employed through the program.

As of July, expanded training and education opportunities became available to Work First participants. There is an option of satisfying the 30-hour per

week work requirement through a combination of work and training. Participants may work 10 hours, attend vocational/occupational training up to 10 hours and are allowed 10 hours of study time to meet the 30-hour requirement. Post Employment Training (PET) is limited to 12 months over the participant's lifetime.

Another provision under the new policy allows Work First participants to enroll in a full-time, short term vocational training program without a minimum work requirement. The training must involve a minimum of 30 hours classroom "seat" time per week and cannot exceed six months.

The Work First program allows for work requirements to be met with the enrollment in

full-time internships, practicums, or clinicals that are required by an academic or training institution for licensure, professional certification or degree completion. Work First participants may also count up to 10 hours of seat time in high school completion programs or General Equivalency Diploma programs toward meeting their work participation requirements.

Starting in October, the Michigan Works! agencies will begin serving employed non-cash recipients who receive child care, Medicaid or family food stamp benefits through the Family Independence Agency. Eligible clients will be recruited for voluntary participation by Michigan Works! agencies and will receive the same array of employment and support services available to Work First participants.

Most Hot Jobs Are Computer-Related

Six of the 10 fastest growing occupations in Michigan from 1996 to 2006 will be computer-related, according to recent forecasts from the Michigan Department of Career Development's Employment Service Agency. Also noteworthy is that nearly 80 percent of all job openings in Michigan over the next several years will require less than a four-year college education. Many of these jobs

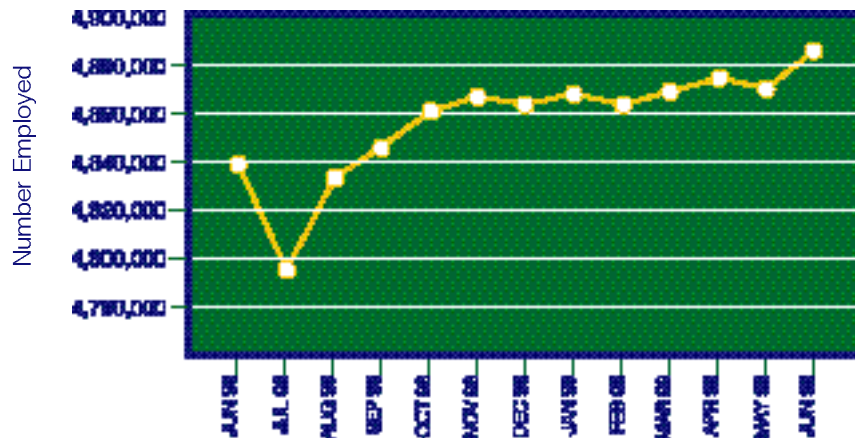
provide above-average pay, and require post-secondary training and work experience.

Michigan's economy has performed very well over the past several years, and our unemployment rate has consistently been below the national rate. The state's employment and civilian labor force levels hit record highs this summer. Employment is expected to increase 10 percent by 2006.

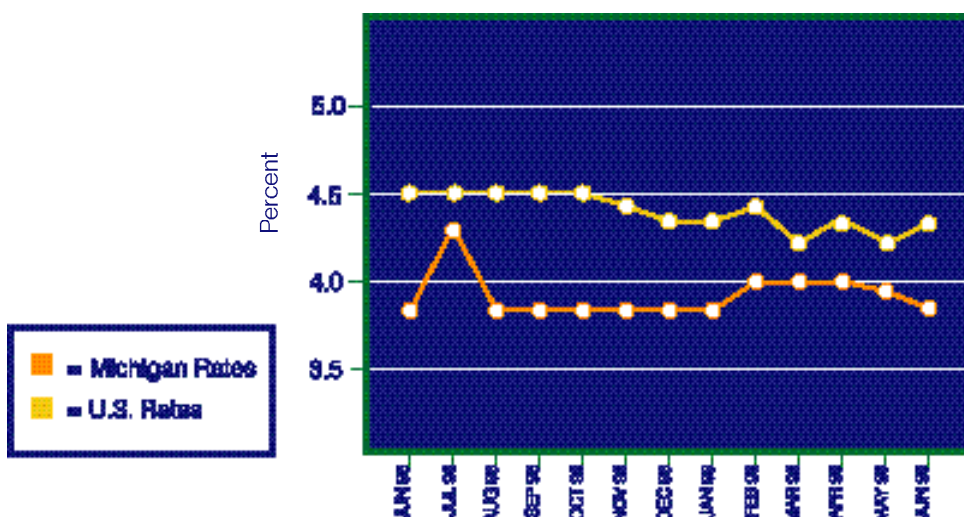
The 10 Fastest Growing Jobs in Michigan Are:

1. Computer science workers
2. Computer engineers
3. Electronic pagination system workers
4. Systems analysts
5. Computer support specialists
6. Data base administrators
7. Personal/home care aids
8. Physical therapy assistants
9. Paralegals
10. Paving/surface operators

Michigan's Seasonally Adjusted Employment



Michigan vs. U.S. Unemployment





State of Michigan
Michigan Department
of Career Development
201 N. Washington Square
Victor Office Center, 1st Floor
Lansing, Michigan 48913

CareerWise n The Official Newsletter of the Michigan Department of Career Development

September 1999

MDCD Calendar of Events

- | | |
|-------------------|---|
| September 12 | Governor's Workforce Commission Meeting
Holiday Inn, Fairlane-Dearborn; for more information, call (517) 241-0592 |
| September 12 – 14 | Michigan Works! for People Conference
Sponsored by Michigan Works! Association, Holiday Inn, Fairlane—Dearborn; for more information, call (517) 371-1100. |
| September 14 – 16 | "Follow the Sun" Job Fair
Employers from resorts in Michigan, California, Colorado, Florida and Pennsylvania will interview and offer winter employment. Mackinac Island Community Hall; for more information, call (313) 876-5450. |
| September 22 – 24 | 1999 Michigan Conference
Women & Disabilities: Celebrate, Motivate,
Organized and Activate
Detroit Marriott Renaissance Center; for more information, call (313) 577-2654 or e-mail to R.Withers@wayne.edu or S.St.Peter@wayne.edu. |
| November 2 – 3 | Workforce Investment Act (WIA) Expo
Holiday Inn South, Lansing; for more information call (517) 371-1100 |

IT'S OUR GOAL to present readers with useful information in an easy-to-read format. We welcome your feedback. You can send us a message by mail at:

**MDCD Communications,
105 W. Allegan, Landmark
Building, 3rd Floor, Lansing,
MI 48933**

**Phone: (517)241-0592,
TTY: 1-888-605-6722
Fax: (517) 241-0593
e-mail: (career@state.mi.us)**

**Visit us at our Web site at:
www.state.mi.us/career**

The Michigan Department of Career Development is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

